

EXTRAORDINARY

REGISTERED NO. S-2771



THE BALOCHISTAN GAZETTE

PUBLISHED BY AUTHORITY

NO. 34 QUETTA WEDNESDAY FEBRUARY 19, 2020.

GOVERNMENT OF BALOCHISTAN,
SERVICES AND GENERAL ADMINISTRATION
DEPARTMENT.
(Regulations Section-II)

NOTIFICATION.

Dated Quetta, the 19th February, 2020.

No. SOR-II(6)5/2019-S&GAD/1073-1122. In exercise of the powers conferred by Section 25 of the Balochistan Civil Servants Act, 1974 (Act No. IX of 1974), the Government of Balochistan is pleased to make the following rules regulating the recruitment to the Balochistan Forests Department, Ministerial (BPS-1 to 15) Service, and prescribing conditions of service for the persons appointed thereto, namely:-

**THE BALOCHISTAN FORESTS DEPARTMENT, MINISTERIAL
(BPS-1 TO 15) SERVICE RULES, 2020.**

Service Rules No. V of 2020.

PART-I-GENERAL

1. **Short title and commencement.** --- (1) These rules may be called "the Balochistan Forests Department, Ministerial (BPS-1 to 15) Service Rules, 2020".

(2) They shall come into force at once.

2. **Definitions.** ---(1) In these rules, unless there is anything repugnant in the subject or context,-

- (a) **"Act"** means the Balochistan Civil Servants Act, 1974 (Act No. IX of 1974);
- (b) **"Appendix"** means the Appendix annexed to these rules;
- (c) **"Appointing Authority"** means the appointing authority as specified in rule 4;
- (d) **"Board"** means a Board of Intermediate and Secondary Education established by law in Pakistan or any other educational authority or institution declared by Government in consultation with Commission to be a Board for the purpose of these rules;
- (e) **"Basic Pay Scale (BPS)"** means the Basic Pay Scale of a post as specified in column 2 of the Appendix and such other post in the Service as may be specified by the Government from time to time for the purpose of these rules;
- (f) **"Commission"** means the Balochistan Public Service Commission;
- (g) **"Department"** means the Balochistan Forest and Wildlife Department;
- (h) **"Government"** means the Government of Balochistan;
- (i) **"Initial recruitment"** means appointment made otherwise than by promotion or transfer from another Service/Department/Post;
- (j) **"Post"** means a post as specified in column 2 of the Appendix and such other post in the Service as may be specified by the Government from time to time for the purpose of these rules;
- (k) **"Recognized Institute"** means any institute established by law in Pakistan or any other Institute declared by the Government in consultation with the Commission to be a recognized Institute for the purpose of these rules;

- (l) **"Recognized University"** means any University established by law in Pakistan or any other University declared by the Government in consultation with the Commission to be a recognized University for the purpose of these rules;
- (m) **"Rules"** means the Balochistan Forests Department, Ministerial (BPS-1 to 15) Service Rules, 2020;
- (n) **"Service"** means the Balochistan Forests Department, Ministerial (BPS-1 to 15) Service; and
- (o) **"Selection/Promotion Committee"** means the Selection/Promotion Committees constituted by the Department under rule 5 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009.
- (2) Words and expressions used but not defined herein above sub-rule (1), unless the context otherwise requires, shall have the same meanings as assigned to them in the Act.

PART-II-RECRUITMENT

3. **Eligibility and Composition of the Service.** --- (1) No person who is married to a foreign national shall be eligible for appointment to the Service.
- (2) The restriction imposed hereinabove sub-rule (1), may be relaxed by Government in case of a person who is married or proposed to marry a foreign national of any country recognized by the Government of Pakistan.
- (3) The Service shall comprise of the posts as specified in column 2 of the Appendix and such other posts as may be determined by Government from time to time.
4. **Appointing Authority.** --- Appointment to the posts in the Service shall be made by the appointing authority as specified in rule 4 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009.
5. **Method of Recruitment.** ---(1) The appointment to the posts and Basic Pay Scales of the post in the Service shall be as specified in column 4 of the Appendix.

(2) All the posts for initial recruitment shall be filled from amongst the candidates domiciled/local of Balochistan.

6. **Age.** --- No person, who is less than 18 years or more than 28 years of age shall be appointed to the Service by initial recruitment:

Provided that only the upper age limit may be relaxed in terms of rules 3 and 4 of the Balochistan Government Initial Appointment to Civil Service Posts (Age and Relaxation of Upper Age Limit), Rules, 2012.

7. **Qualification.** --- (1) No person shall be appointed to a post and Basic Pay Scale in Service by Initial recruitment, unless he possesses the qualifications prescribed for the post in column 3 of the Appendix.

(2) No person, not already in Government Service, shall be appointed to the Service unless he produces a certificate of character from the Principal/ Academic Officer of the academic institution last attended and also certificates of character from two other responsible persons/gazetted officers, not being his relatives and who are well acquainted with his character and antecedents.

(3) No person shall be appointed by initial recruitment to the Service unless he is declared to be physically fit by the Medical Board constituted by the Government for the purpose or a Government Medical Officer not below the rank of District Health Officer, as the case may be.

PART-III-CONDITIONS OF SERVICE

8. **Probation.** --- A person appointed to a post in the Service on regular basis shall remain on probation for a period as prescribed in rule 2-A of the Balochistan Civil Servants (Confirmation) Rules, 2012

9. **Confirmation.** --- After satisfactory completion of the probationary period, a civil servant appointed on probation under rule 8; provided that he holds a substantive post, shall be eligible for confirmation in service or a post or a Basic Pay Scale as prescribed in rule 20 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009 and in rule 3 of the Balochistan Civil Servants (Confirmation) Rules, 2012.

10. **Seniority.** --- (1) The inter se seniority of the members of the Service appointed to the posts in the same Basic Pay Scale shall be determined as prescribed in rule 21 of the Balochistan Civil Servants (Appointment, Promotion

and Transfer) Rules, 2009 and in the Balochistan Civil Servants (Seniority) Rules, 2008.

11. **Liability to Transfer and Serve.** --- The members of the Service shall be liable to---

- (a) transfer anywhere in Balochistan; and
- (b) to serve in any department of Government or any local authority or statutory body setup or established by Government:

Provided that where a member of the Service is required to serve in a post outside his Service or cadre, his terms and conditions of service as to his pay shall not be less favourable than those to which he would have been entitled, if he has not been so required to serve.

12. **General Rules.** --- In all matters not expressly provided for in these rules, members of the Service shall be governed by such rules as have been or may hereafter be prescribed by the Government and made applicable to them.

13. **Relaxation.** --- Any provision of these rules, for reasons to be recorded in writing, may be relaxed in individual cases, if Government is satisfied that a strict application of the rules would cause undue hardship to the individual concerned:

Provided that wherever such relaxation involves a question on which consultation with the Commission is mandatory, the Commission shall be consulted before the relaxation is made.

14. **Delegation.** --- The Government may delegate all or any of its powers under these rules, to any officer subordinate to it.

15. **Repeal.** --- The Balochistan Forest Department, Ministerial (Grade 1 to 15) Service Rules, 1982 are hereby repealed.

BY ORDER OF
GOVERNOR BALOCHISTAN.

CHIEF SECRETARY
BALOCHISTAN.

APPENDIX

{See Rules 2 (1) (b) 3 (3), 5 & 7 (1)}

Serial No.	Nomenclature and basic pay scale (BPS) of the post	Minimum qualification for initial recruitment	Method of recruitment
1	2	3	4
1.	Regional Accountant, (BPS-15)/ Senior Auditor (BPS-15).	---	<p>(a) 80% by promotion from amongst the members of the Service holding the post of Stenographer (BPS-14) having at least three (3) years' service as such, on seniority cum fitness basis; and</p> <p>(b) 20% by promotion from amongst the members of the Service holding the post of Senior Clerk (BPS-14) having at least three (3) years' service as such, on seniority cum fitness basis.</p>
	Stenographer, (BPS-14).	<p>(a) Bachelor's Degree from a recognized University;</p> <p>(b) typing skill in English and Urdu with a speed of at least 35 words per minute;</p> <p>(c) short hand skill with a speed of at least 80</p>	By initial recruitment.

		words per minute; and (d) having at least three months Office Automation Certificate in computer operations from a recognized Institute.	
3.	Senior Clerk, (BPS-14).	---	By promotion from amongst all the members of Service holding the post of Junior Clerk (BPS-11) having at least three (3) years' service as such, on seniority cum fitness basis and possessing qualification of Higher Secondary School Certificate; Provided that if any member(s) unable to acquire Higher Secondary School Certificate shall not be eligible for promotion and if deferred twice for promotion by the competent forum will stand superseded.
4	Assistant Computer Operator, (BPS-12).	(a)(i) Higher Secondary School Certificate from a recognized Board; and having one year's Diploma in Computer Science or IT, from a recognized Institute; or (ii) ICS from a recognized Institute/Board; and	By initial recruitment.

		(b) typing skill on computer with a speed of at least 30 words per minute in English/Urdu.	
5	Draftsman, (BPS-11)	Three years' Diploma of Associate Engineers in Draftsmanship from a recognized University / Institute with specialization in Auto CAD.	By initial recruitment.
6	Transport Supervisor, (BPS-11)	---	<p>By promotion from amongst the members of the Service holding the post of Tractor Driver (BPS-5), Tanker/Truck Driver (BPS-4) and Jeep Driver (BPS-4) possessing Secondary School Certificate with at least three (3) years' service as such, on seniority cum fitness basis.</p> <p>For the purpose of promotion a combined seniority list of Tractor Driver (BPS-5), Tanker/ Truck Driver (BPS-4) and Jeep Driver (BPS-4) with reference to their dates of acquiring Secondary School Certificate will be maintained.</p> <p>Provided that:</p> <p>(i) if two or more officials having</p>

			<p>acquired the Secondary School Certificate on the same date, the official having longer service shall be ranked senior to the other;</p> <p>(ii) if the date of continuous appointment in the case of two or more members of the Service is the same, the older official, if not junior, shall be ranked senior to the younger official; and</p> <p>(iii) if an employee possesses the Secondary School Certificate prior to induction in Service, shall be entitled for seniority from the date of appointment.</p>
7.	Still Photographer, (BPS-11).	<p>(a) Higher Secondary School Certificate from a recognized Board;</p> <p>(b) One year's Diploma in Photography from a recognized Institute; and</p> <p>(c) One year's experience in Still Photography.</p>	By initial recruitment.
8.	Video Photographer, (BPS-11).	(a) Higher Secondary School Certificate from a recognized Board;	By initial recruitment.

		<p>(b) One year's Diploma in Photography from a recognized Institute; and</p> <p>(c) one year's experience in Video Photography.</p>	
9.	Junior Clerk, (BPS-11):	<p>(a) Higher Secondary School Certificate from a recognized Board;</p> <p>(b) typing skill in English/Urdu with a speed of at least 30 words per minute; and</p> <p>(c) preference will be accorded to those who have experience in Computer/IT software applications and Urdu typing skill.</p>	<p>(a) 20% by promotion from amongst the members of the Service holding the posts of (BPS-1 to BPS-5) having at least three (3) years' service as such, possessing the Secondary School Certificate with typing skill in English/Urdu having a speed of at least 30 words per minute;</p> <p>For the purpose of promotion a combined seniority list of all employees (BPS-1 to BPS-5) with reference to their dates of acquiring Secondary School Certificate will be maintained:</p> <p>Provided that:</p> <p>(i) if two or more officials having acquired the Secondary School Certificate on the same date, the official having longer service</p>

shall be ranked senior to the other;

(ii) if the date of continuous appointment in the case of two or more members of the Service is the same, the older official, if not junior, shall be ranked senior to the younger official;

(iii) if an employee possesses the Secondary School Certificate prior to induction in Service, shall be entitled for seniority from the date of appointment;

(iv) The officials who apply for the seniority list are required to submit the result of the Secondary Schools Certificate within a period of one (1) year from the date of passing their Matriculation in either cases i.e. already in service or newly appointed. In case of failure their names will be

			<p>inserted in the bottom of the said list from the date of submission of their application; and</p> <p>(b) 80% by initial recruitment.</p>
10.	Physical Training Instructor, (BPS-8).	<p>(a) Higher Secondary School Certificate from a recognized Board; and</p> <p>(b) Diploma in Physical Education at least in Second Division from a recognized Institution</p>	By initial recruitment.
11.	Stock Assistant, (BPS-6).	Secondary School Certificate in Science with Biology as a subject, at least in Second Division from a recognized Board.	By initial recruitment.
12.	Store Keeper, (BPS-5).	<p>(a) Secondary School Certificate from a recognized Board; and</p> <p>(b) having at least two (2) years' experience in Store field.</p>	By initial recruitment.
13.	Tube Well Operator, (BPS-5).	<p>(a) Secondary School Certificate from a recognized Board; and</p> <p>(b) six months' Vocational Training Certificate from a recognized Institute.</p>	By initial recruitment.
14.	Tractor Driver, (BPS-5).	<p>(a) Middle Certificate;</p> <p>(b) possesses a valid Tractor driving licence issued from the Licensing Authority; and</p> <p>(c) having at least two years' experience as driver.</p>	(a) 25% by promotion from amongst the members of the Service holding the post of Cleaner (BPS-1) having valid Tractor Driving License with at least five (5) years' service

			as such, on seniority cum fitness basis; and (b) 75% by initial recruitment.
15.	Motor Mechanic, (BPS-5).	(a) Secondary School Certificate from a recognized Board; and (b) having at least six (6) months Vocational Training Certificate in the relevant trade from a recognized Institute.	By initial recruitment.
16.	Photo Copy Machine Operator, (BPS-5).	(a) Secondary School Certificate from a recognized Board; and (b) one year's experience in operating different types of photocopy machines.	By initial recruitment.
17.	Boat Operator, (BPS-4).	(a) Secondary School Certificate from a recognized Board; and (b) having two (2) years' experience in the relevant field.	By initial recruitment.
18.	Tanker/Truck Driver, (BPS-4).	(a) Middle Certificate; (b) possesses a valid HTV driving licence issued from the Licensing Authority; and (c) having at least two years' experience as driver.	(a) 25% by promotion from amongst the members of the Service holding the post of Cleaner (BPS-1) having valid HTV Driving License with at least five (5) years' service as such, on seniority cum fitness basis; and (b) 75% by initial recruitment.

19.	Jeep Driver, (BPS-4).	(a) Middle Certificate; (b) possesses a valid HTV driving licence issued from the Licensing Authority; and (c) having at least two years' experience as driver.	(a) 25% by promotion from amongst the members of the Service holding the post of Cleaner (BPS-1) having valid HTV Driving License with at least five (5) years' service as such, on seniority cum fitness basis; and (b) 75% by initial recruitment.
20.	Cook, (BPS-4).	(a) Literate; and (b) experience in Cooking.	By initial recruitment.
21.	Daftari, (BPS-2).	---	By promotion from amongst the members of the Service holding the post of Naib Qasid (BPS-1) having at least three (3) years' service as such, on seniority cum fitness basis.
22.	Security Guard, (BPS-2)	(a) Literate; and (b) three years' experience as a Security Guard.	By initial recruitment.
23.	Cleaner, (BPS-1).	Literate	By initial recruitment.
24.	Naib Qasid, (BPS-1).	Literate.	By initial recruitment.
25.	Chowkidar, (BPS-1)	Literate.	By initial recruitment.
26.	Beldar, (BPS-1).	Literate.	By initial recruitment.
27.	Mali, (BPS-1).	(a) Literate; and (b) experience in Gardening.	By initial recruitment.
28.	Sweeper, (BPS-1).	Literate.	By initial recruitment.

29.	Waiter, (BPS-1).	Literate.	By initial recruitment.
-----	---------------------	-----------	-------------------------

REHMATULLAH,
Section Officer (Regulations-II)
S&GAD.
Ph. No. 9201563